

**Governor's Affirmative Action Policy Committee**

# **Annual Report 2005**

**August 2006**





STATE OF WASHINGTON  
DEPARTMENT OF PERSONNEL

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Greetings

This annual report from the Governor's Affirmative Action Policy Committee (GAAPCom) communicates diversity accomplishments in Washington State government during calendar year 2005, while providing insight into future challenges.

I am encouraged to report that, despite overall reductions in the state workforce, racial diversity held its ground during calendar year 2005. The state experienced an overall decrease of 534 permanent staff within general government agencies, while minorities actually increased by 11 staff.



**Lourdes E. (Alfie)  
Alvarado-Ramos**

People of color presently constitute 17.8% of the workforce in general government agencies, ever nearer the 18.9% estimate for minorities in the Washington State Civilian Labor Force. Bridging the remaining gap with qualified employees is a priority for this Committee. Employment in trades and natural resource occupations continue to reflect the most deficient postures.

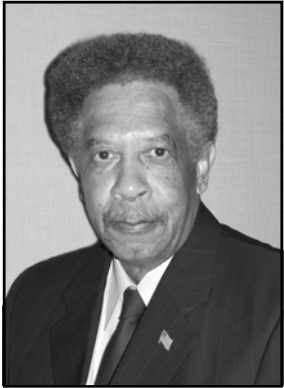
Last year continued to reflect a downward trend in the number of persons with disabilities within the workforce, keeping this affected group the most under-represented in the state program. The 2,784 persons with disabilities that we reported last year have further declined to 2,673 persons as of this report. Determining the true availability and achieving statistical parity in this affected group provides the Committee one of its greatest challenges.

The GAAPCom conducted a strategic planning retreat in June that resulted in five goals to be carried out in the next three years. The Committee will work on its operational stability; performance and accountability for agencies and institutions of higher learning; collaborative ties with education; stronger emphasis on policy issues; and, focus on the recruitment, hire and retention of affected groups following the implementation of the new Human Resources Management System. In addition, we will address policies that focus on the new affirmative action categories of "Recently Separated Veteran" and "Other Protected Veteran" and policies regarding changes in the law concerning sexual preference/orientation.

I would like to express my appreciation to the Committee, to Eva Santos, Director of the Department of Personnel, and to her staff for their dedication and hard work in support of this vital program.

Sincerely,

Lourdes (Alfie) Alvarado-Ramos  
GAAPCom Chair



**Roy Standifer**  
**Diversity Manager, DOP**

Roy Standifer's state government service began with the Department of Personnel (DOP) in 1990 following a successful military career. He is the principal DOP representative and counselor to the Governor's Affirmative Action Policy Committee. His work behind the scenes assists both new and experienced human resource managers and GAAPCom members to understand and navigate the complex diversity and affirmative action plan preparation and review process. He ensured that affirmative action and diversity remained a high DOP and state priority.

His early work included preparing the 1990 availability calculations for state agencies. He also streamlined the Affirmative Action Plan review process and revised the State's Affirmative Action guidelines following the passing of citizens' Initiative 200 (I-200). He provided an analysis of the effects of this initiative which assisted GAAPCom and agencies to focus on the value of diversity while continuing to monitor the remaining affected groups under affirmative action.

Roy has been a champion for diversity and equal opportunity his entire career. He is a recognized and sought-after expert in these areas. He works tirelessly with diversity candidates to find employment in state government and assists GAAPCom in ensuring that agencies select the best qualified employees from the most diversified applicant pools.

He created the long-standing monthly Workforce Diversity Calendar which many agencies use as a guide for ethnic and related observances. This calendar also provides a wide array of diversity and affirmative action-related information. He also provides the information and accountability piece that you have enjoyed in the annual report to the Governor since the inception of GAAPCom.

One of Roy's major accomplishments was taking the 2000 census data and developing and streamlining the availability calculation process. This included a step-by-step walk through the diagnostic component of affirmative action planning: worksheets to assist data collection, tabulation, and formats for submission of AA Plans, updates, and workforce profiles and linkages to detailed occupational data that is maintained by the Labor Market and Economic Analysis branch of the Employment Security Department. While this may sound like "techno talk" to the lay person, human resource managers across the state save hundreds of work hours when developing affirmative action plans and are grateful for his work.

Roy Standifer retired at the end of June 2006 and in his true form, completed his state career at a feverish pace by providing valuable input during the GAAPCom strategic planning process and publishing his final 2005 Annual Report.

The State of Washington and GAAPCom owe Roy Standifer a debt of gratitude for his understated, yet powerful, advocacy role and performance. His legacy of selfless service leaves us better positioned to ensure that our state workforce reflects the available population and that employers continue to make every effort to recruit, hire and retain qualified and diverse individuals. We wish Roy a world of fulfillment and health to enjoy every endeavor he sets to accomplish in his retirement.

Governor’s Affirmative Action Policy Committee (cont.)

NO PHOTO  
AVAILABLE

Attorney and Counselor  
at Law  
Assignments  
Blind/Deaf Schools  
Clark College  
Grays Harbor College  
Parks & Recreation  
Washington State Univ.

Armikka Bryant

Assignments  
Big Bend CC  
Columbia Basin CC  
Convention & Trade Ctr.  
Lake Washington Tech.  
Walla Walla CC

Vacant

Assignments  
Health  
SPI  
Spokane CC  
UTC  
WSP

Vacant

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Governor's Affirmative Action Policy Committee (cont.)



Austin D'Souza

Public Information Officer,  
Department of Retirement  
Systems

Assignments

State Auditor  
Licensing  
Olympic College  
Pierce College  
Transportation  
Veterans Affairs



Martin D. Casey

Government Relations  
Director, Department  
of General Administration

Assignments

Retirement Systems  
Skagit Valley College  
State Treasurer  
Whatcom CC



Dr. Patricia Hutcherson

Vice President for Human  
Resources, South Puget  
Sound Comm. College

Assignments

Attorney General  
Cascadia College  
Clover Park Tech. College  
Ecology  
State Bd. Comm. & Tech.



Patricia McLain

Chief Financial Officer,  
Department of Ecology

Assignments

Centralia College  
CTED  
Employment Security  
Information Services  
Secretary of State



Stella Vasquez

Director of Program  
Operations, Yakima Valley  
Farm Workers Clinic

Assignments

Agriculture  
Central WA University  
General Administration  
Wenatchee Valley College  
Yakima Valley CC



Dr. Terri Ashby-Scott

Director, Spokane MESA  
Center, Washington State  
University

Assignments

Bellevue CC  
Central Info. Svs. (Bellevue)  
Eastern WA University  
Everett CC  
Renton Tech. College

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Governor’s Affirmative Action Policy Committee

The Governor’s Affirmative Action Policy Committee (GAAPCom) has jurisdiction in the area of employment for the development, approval and oversight of affirmative action plans. The Committee also advises the Governor on state affirmative action policies, submits annual reports outlining the progress of the state in meeting its affirmative action goals and recommends items for further action.



**Assistant Director  
Dept. of Veterans Affairs**  
  
Assignments  
Administrative Hearings  
Financial Institutions  
Labor & Industries  
Military  
South Puget Sound CC  
University of Washington

Lourdes E. (Alfie)  
Alvarado-Ramos



**Former Assistant Provost  
for Equal Opportunity,  
University of Washington**  
  
Assignments  
DSHS  
Insurance Commissioner  
Seattle CC District  
Shoreline CC  
Western Washington Univ.

Dr. Helen Remick



**Sr. Field Representative  
Washington Federation of  
State Employees (WFSE)**  
  
Assignments  
BIIA  
Services for the Blind  
Corrections  
The Evergreen State College  
Fish & Wildlife  
Revenue

Sherri-Ann Burke



**Manager, Disability  
Reasonable  
Accommodation Unit, DSHS**  
  
Assignments  
Green River CC  
Health Care Authority  
Higher Educ. CB  
Highline CC  
Liquor Control Board  
Personnel

David Brown



**Director, Dept. of Personnel**  
  
Assignments\*  
Bates Technical College  
Gambling Commission  
Lower Columbia College  
Natural Resources  
OFM  
Printing  
  
\*Designee

Eva Santos



**Associate Vice President  
for Human Resources and  
Legal Affairs, Shoreline  
Community College**  
  
Assignments  
Bellingham Tech. College  
Edmonds CC  
Lottery  
Peninsula College  
Tacoma CC

Attorney Lee Lambert

General Government Diversity by Agency Size

AGENCY	Percent Minority		Minority Staff		Total Staff	
	Jan 06	Jan 05	Jan 06	Jan 05	Jan 06	Jan 05
<b>Staff = 100 to 399</b>						
Financial Institutions	26.8	28.8	44	46	164	160
Insurance Commissioner	22.7	21.1	44	41	194	194
Financial Management	22.0	23.0	22	23	100	100
Health Care Authority	21.5	20.5	53	52	247	254
Lottery	20.9	20.7	29	30	139	145
Retirement Systems	20.3	18.4	49	45	241	244
Personnel	19.8	17.6	44	41	222	233
Utilities/Transportation Commission	17.9	18.4	26	27	145	147
State Auditor	17.3	14.4	55	45	318	312
Community/Trade & Econ. Dev.	17.1	15.1	54	51	316	337
Military	16.2	17.1	43	45	265	263
Gambling Commission	15.1	14.0	26	25	172	178
Superintendent of Public Instruction	13.4	14.1	49	51	367	361
Board of Industrial Insurance Appeals	13.3	13.6	20	21	150	154
Secretary of State	13.0	11.8	34	31	262	263
<b>Staff = 400 to 899</b>						
Veterans Affairs	26.3	26.8	152	154	578	575
General Administration	22.0	20.9	132	131	601	626
Information Services	17.9	19.1	73	79	408	413
Agriculture	12.9	13.1	67	67	521	513
Parks & Recreation	8.6	8.2	47	45	549	548
<b>Staff = 900 to 1,599</b>						
Licensing	23.1	22.4	273	270	1,182	1,204
Revenue	18.8	17.5	194	177	1,032	1,012
Liquor Control Board	14.6	15.2	145	141	996	930
Health	14.1	13.4	185	176	1,310	1,313
State Patrol	13.1	13.6	139	136	1,065	998
Attorney General	11.7	11.9	140	137	1,196	1,149
Ecology	10.8	11.3	154	158	1,422	1,402
Fish & Wildlife	7.9	8.0	122	124	1,535	1,559
Natural Resources	5.2	5.2	69	70	1,335	1,346
<b>Staff = 1,600+</b>						
Employment Security	30.2	30.0	527	568	1,745	1,895
Social & Health Services	23.0	22.8	3,929	3,956	17,070	17,323
Corrections	16.8	16.3	1,267	1,256	7,537	7,697
Labor & Industries	16.5	15.8	435	407	2,635	2,571
Transportation	10.9	11.0	721	730	6,616	6,634

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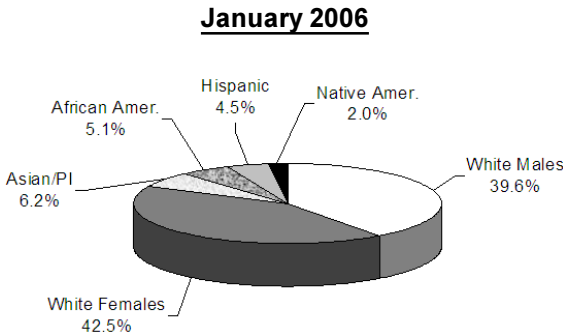
Diversity by Job Category\*

Workforce Overall

The workforce in general government agencies of the state has continued to diversify in terms of race and ethnicity since implementation of Initiative 200 in December 1998. The workforce expanded by 3,496 employees (approximately 7%) while people of color have increased more than 15% over this same period. All people of color categories have increased except Native American which declined slightly. Per Census 2000, this group also declined from 1.6 to 1.4% of the state population.

This past year experienced an overall decrease of 534 staff in the “permanent” workforce while minorities increased by 11 staff. The past seven years have shown a continuing decrease in representation by persons with disabilities in the state workforce, both as a percentage of the workforce and in actual numbers. The only discernible cause for this decline is, perhaps, retirements. Because the incidence of disability increases with age, it is believed that this decline can largely be attributed to the age differential between persons retiring and their replacements entering the workforce.

The number of Vietnam-Era Veterans in the state workforce has declined more than 23% over the past seven years. We anticipate further reductions in this affected group as it ages.



	Workforce Overall					
	January 2006		January 2005		January 1999	
	#	%	#	%	#	%
Over 40	38,701	73.6	38,957	73.3	34,651	70.6
Persons w/Disabilities	2,673	5.1	2,784	5.2	3,195	6.5
Vietnam-Era Veteran	3,738	7.1	3,972	7.5	4,878	9.9
Disabled Veteran	706	1.3	691	1.3	599	1.2
Women	27,530	52.3	27,643	52.0	25,451	51.8
Black	2,706	5.1	2,720	5.1	2,401	4.9
Asian/PI	3,286	6.2	3,234	6.1	2,617	5.3
Hispanic	2,344	4.5	2,358	4.4	2,044	4.2
Native American	1,049	2.0	1,062	2.0	1,082	2.2
Total Minority	9,385	17.8	9,374	17.6	8,144	16.6
Caucasian	43,211	82.2	43,756	82.4	40,956	83.4
Total	52,596		53,130		49,100	

\*General Government agencies only

Kudos & Recommendations

Integrated Basic Education and Skills Training

The GAAPCom commends the State Board for Community and Technical Colleges, especially Israel Mendoza and Jim Crabbe, for development of the Integrated Basic Education and Skills Training (I-BEST) program. This outstanding program couples English and basic education training with development of workforce skills. It has challenged the traditional notion that students must first complete all levels of basic education before they can begin workforce training and has consistently demonstrated otherwise.

Traditionally, basic skills and workforce instruction have been offered separately and sequentially – with minimal linkage. In 2004, ten I-BEST projects were started that provide training to students in literacy education and workforce skills at the same time. Thus far the projects have reflected that, over the same period of time, I-BEST students earned five times more college credits on average and were 15 times more likely to complete workforce training than their counterparts in traditional “English as a Second Language” (ESL) programs.

Although in relative infancy, the I-BEST program has had resounding success in accelerating learning for people who must overcome both language and skill barriers. We believe it will continue to serve the state of Washington through increasing the contributions of adults whose skills require further development and/or fine tuning.

Veterans Innovations Program

The GAAPCom commends the Washington State Legislature for creating the Veterans Innovations Program (VIP). This excellent program provides veterans who served in recent military action with crisis and emergency relief, as well as education, training and employment assistance.

There are two separate components of the VIP: the Defenders Fund Program and the Competitive Grant Program. Members of the Washington National Guard or Reserves, veterans and their families are eligible for the program.

The Legislature’s intent is to develop a results-oriented program that considers the long-term well being of veterans and their families and focuses on employment or financial stability, education/training, health care and housing. The VIP is an excellent complement to the recently instituted federal affirmative action program for “Other Protected Veteran” and “Recently Separated Veteran” affected groups under 41 CFR, Part 60-250.



Higher Education Plan/Update Schedule

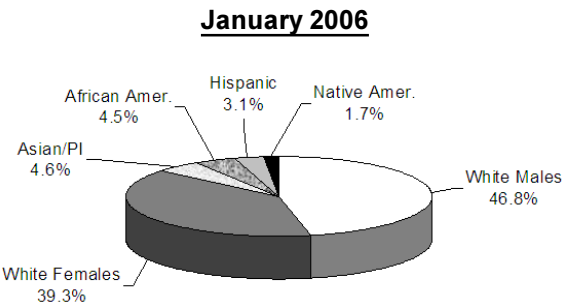
Institution	Plan or Update	Due
Bates Technical College	Plan	Jul 07
Bellevue Community College	Plan	Jul 05
Bellingham Technical College	Plan	Apr 06
Big Bend Community College	Plan	Sep 05
Cascadia Community College	Plan	Dec 05
Center for Information Services (BCC)	Plan	May 07
Central Washington University	Plan	Apr 08
Centralia College	Plan	Apr 08
Clark College	Plan	Jul 06
Clover Park Technical College	Plan	Apr 06
Columbia Basin College	Plan	Apr 07
Eastern Washington University	Plan	Sep 07
Edmonds Community College	Plan	Apr 08
Everett Community College	Plan	Jun 05
Grays Harbor College	Plan	Apr 07
Green River Community College	Plan	Apr 07
Higher Education Coordinating Board	Plan	Jun 05
Highline Community College	Plan	Apr 09
Lake Washington Technical College	Plan	Oct 07
Lower Columbia College	Plan	Jul 05
Olympic College	Plan	May 07
Peninsula College	Plan	Apr 06
Pierce College	Plan	May 06
Renton Technical College	Plan	Apr 06
Seattle CC District	Plan	Jul 06
Shoreline Community College	Plan	Jun 06
Skagit Valley College	Plan	Jun 05
South Puget Sound Community College	Plan	Nov 07
Spokane Community College District	Plan	Apr 07
State Board Comm/Technical Colleges	Plan	Apr 06
Tacoma Community College	Update	Apr 08
The Evergreen State College	Plan	Apr 06
University of Washington	Plan	May 06
Walla Walla Community College	Plan	Apr 08
Washington State University	Plan	Dec 07
Wenatchee Valley College	Update	Sep 07
Western Washington University	Update	Apr 06
Whatcom Community College	Plan	May 07
Yakima Valley Community College	Plan	Feb 08

Officials & Administrators

Within the general government workforce, almost one employee in eight is in the Officials and Administrators job category. Almost 75% of state managers are in the Washington Management Service (WMS) and about 8% are in the Exempt Management Service (EMS). At 16.2%, representation of minorities in the EMS is materially higher than the 13.8% level in the WMS.

This past year, managers decreased by 161 overall and minority managers by 30. Since I-200, people of color and women have increased their percentage of the managerial workforce.

When compared to their overall workforce participation, women are more than 12% underrepresented in the managerial ranks and the corresponding number for people of color is almost 22%.

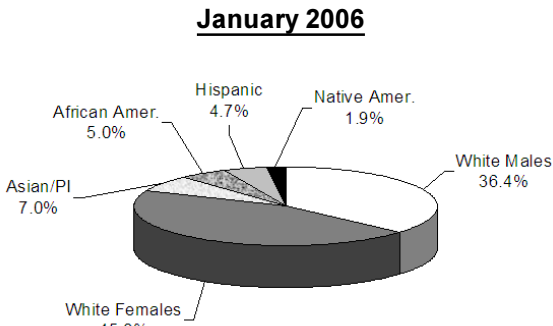


	January 2006		January 2005		January 1999	
	#	%	#	%	#	%
Over 40	5,800	86.0	5,938	86.0	4,568	85.8
Persons w/Disabilities	294	4.4	306	4.4	300	5.6
Vietnam-Era Veteran	548	8.1	607	8.8	705	13.2
Disabled Veteran	77	1.1	80	1.2	63	1.2
Women	3,099	45.9	3,162	45.8	2,277	42.7
Black	302	4.5	302	4.4	228	4.3
Asian/PI	310	4.6	321	4.6	214	4.0
Hispanic	207	3.1	220	3.2	177	3.3
Native American	117	1.7	123	1.8	79	1.5
Total Minority	936	13.9	966	14.0	698	13.1
Caucasian	5,809	86.1	5,940	86.0	4,629	86.9
Total	6,745		6,906		5,327	

Professionals

Approximately 47% of the general government workforce occupy positions in the Professional job category – jobs generally requiring a four-year college degree or its equivalent in experience. Chief among these are Social Workers (9.4%), Information Technology Specialists (10%), and almost 1,300 Transportation Engineers (5.2%).

Washington State also has more than 1,600 Financial Service Specialists; almost 800 Financial Analysts; and more than 750 Support Enforcement Officers. Participation of women and people of color in the Professional job category exceeds their overall representation in the workforce.

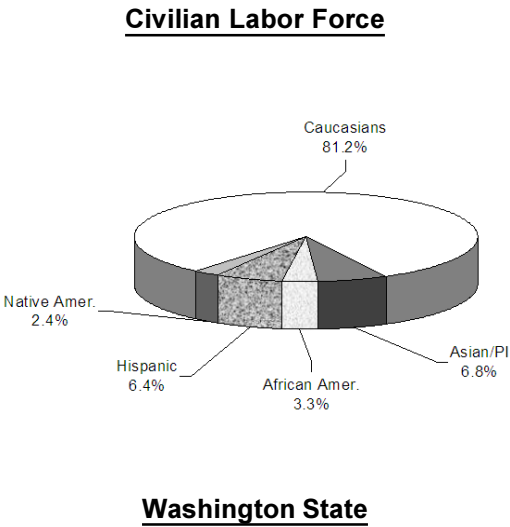


	Professionals					
	January 2006		January 2005		January 1999	
	#	%	#	%	#	%
Over 40	18,222	73.3	17,888	73.2	15,258	72.8
Persons w/Disabilities	1,263	5.1	1,288	5.3	1,298	6.2
Vietnam-Era Veteran	1,726	6.9	1,816	7.4	2,104	10.0
Disabled Veteran	377	1.5	359	1.5	271	1.3
Women	13,902	55.9	13,529	55.4	11,032	52.7
Black	1,252	5.0	1,235	5.1	907	4.3
Asian/PI	1,733	7.0	1,661	6.8	1,240	5.9
Hispanic	1,177	4.7	1,142	4.7	826	3.9
Native American	480	1.9	461	1.9	406	1.9
Total Minority	4,642	18.7	4,499	18.4	3,379	16.1
Caucasian	20,230	81.3	19,929	81.6	17,571	83.9
Total	24,872		24,428		20,950	

Institutional Diversity by Affected Group (continued)

Community and Vocational Colleges

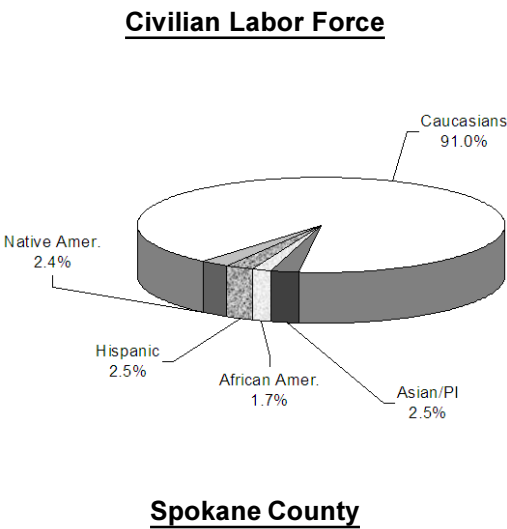
Fall 2004	#	%
Over 40	8,429	78.2
Persons w/Disabilities	220	2.0
Vietnam-Era Veteran	548	5.1
Disabled Veteran	79	0.7
Women	6,681	62.0
Black	478	4.4
Asian/PI	765	7.1
Hispanic	490	4.5
Native American	174	1.6
Total Minority	1,907	17.7
Caucasian	8,868	82.3
Total	10,775	



Institutional Diversity by Affected Group (continued)

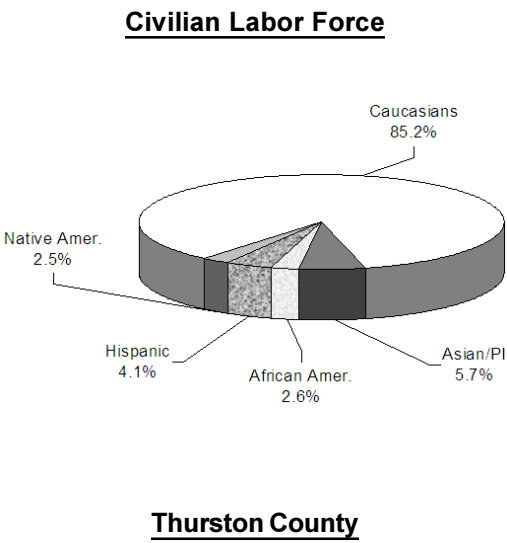
Eastern Washington University

Fall 2005	#	%
Over 40	930	74.6
Persons w/Disabilities	23	1.8
Vietnam-Era Veteran	66	5.3
Disabled Veteran	6	0.5
Women	640	51.4
Black	22	1.8
Asian/PI	34	2.7
Hispanic	56	4.5
Native American	17	1.4
Total Minority	129	10.4
Caucasian	1,117	89.6
Total	1,246	



The Evergreen State College

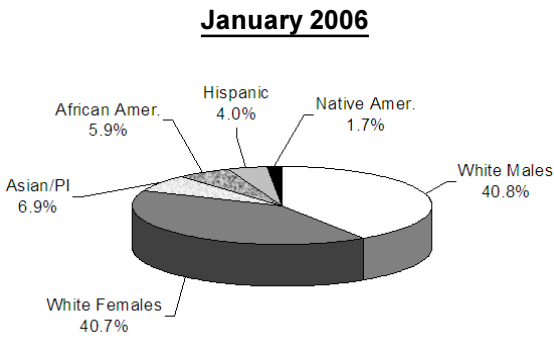
Fall 2005	#	%
Persons w/Disabilities	70	10.9
Vietnam-Era Veterans	37	5.7
Disabled Veteran	8	1.2
Women	342	53.1
Black	32	5.0
Asian/PI	60	9.3
Hispanic	38	5.9
Native American	29	4.5
Total Minority	159	24.7
Caucasian	485	75.3
Total	644	



Technicians

Approximately 1 state worker in 12 is a Technician. Chief among these are Transportation Technicians (9.1%); Mental Health Technicians (7.6%); and Information Technology Technicians (7.0%).

The participation of racial minorities in this job category (18.5%) slightly exceeds their overall representation in the state workforce of 17.8%. Women are underrepresented when compared to their overall representation (50% vs. 52.3%) and experienced a decline of 72 staff this past year.



	Technicians					
	January 2006		January 2005		January 1999	
	#	%	#	%	#	%
Over 40	3,140	73.3	3,322	74.2	2,812	68.1
Persons w/Disabilities	199	4.6	234	5.2	256	6.2
Vietnam-Era Veteran	335	7.8	363	8.1	387	9.4
Disabled Veteran	58	1.4	66	1.5	53	1.3
Women	2,141	50.0	2,213	49.4	2,074	50.2
Black	254	5.9	254	5.7	236	5.7
Asian/PI	294	6.9	308	6.9	220	5.3
Hispanic	173	4.0	178	4.0	165	4.0
Native American	71	1.7	80	1.8	77	1.9
Total Minority	792	18.5	820	18.3	698	16.9
Caucasian	3,489	81.5	3,660	81.7	3,432	83.1
Total	4,281		4,480		4,130	

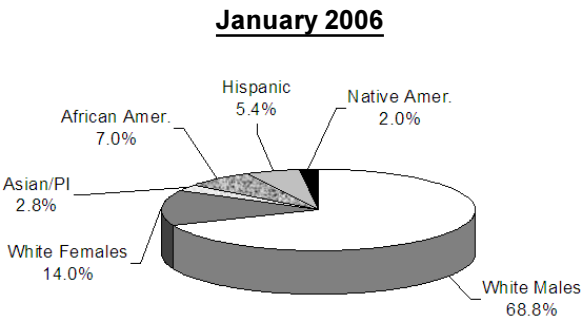
Protective Service Workers

Correctional Officers and Sergeants constitute almost 80% of our Protective Service Workers. As a percentage of this job category, females have decreased over the past seven years from 20.1% at I-200's inception to 16.4% today, declining by 32 staff this past year.

Almost 8% of Protective Service Workers are in the Park Ranger or Fish & Wildlife Enforcement Officer job classes where representation of minorities has historically been low. Minority representation in these job classes increased from 6 to 17 staff this past year.

Persons with disabilities have historically been underrepresented in Protective Service Workers.

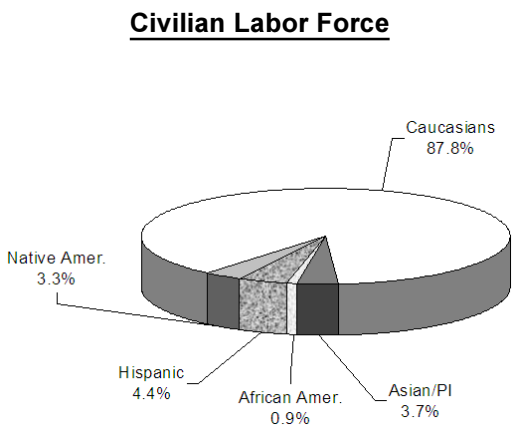
	Protective Service Workers					
	January 2006		January 2005		January 1999	
	#	%	#	%	#	%
Over 40	2,325	60.6	2,334	59.5	1,930	60.9
Persons w/Disabilities	91	2.4	93	2.4	105	3.3
Vietnam-Era Veteran	431	11.2	451	11.5	562	17.7
Disabled Veteran	80	2.1	78	2.0	69	2.2
Women	630	16.4	662	16.9	638	20.1
Black	268	7.0	273	7.0	229	7.2
Asian/PI	107	2.8	102	2.6	83	2.6
Hispanic	207	5.4	205	5.2	131	4.1
Native American	78	2.0	82	2.1	80	2.5
Total Minority	660	17.2	662	16.9	523	16.5
Caucasian	3,178	82.8	3,261	83.1	2,647	83.5
Total	3,838		3,923		3,170	



Institutional Diversity by Affected Group (continued)

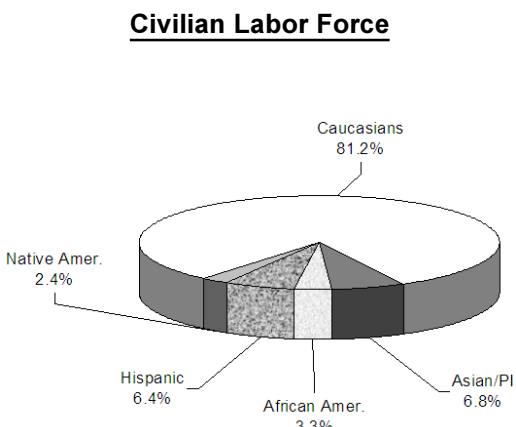
Western Washington University

Fall 2005	#	%
Over 40	1,283	78.1
Persons w/Disabilities	79	4.8
Vietnam-Era Veteran	75	4.6
Disabled Veteran	6	0.4
Women	861	52.4
Black	21	1.3
Asian/PI	114	6.9
Hispanic	41	2.5
Native American	25	1.5
Total Minority	201	12.2
Caucasian	1,441	87.8
Total	1,642	



Central Washington University

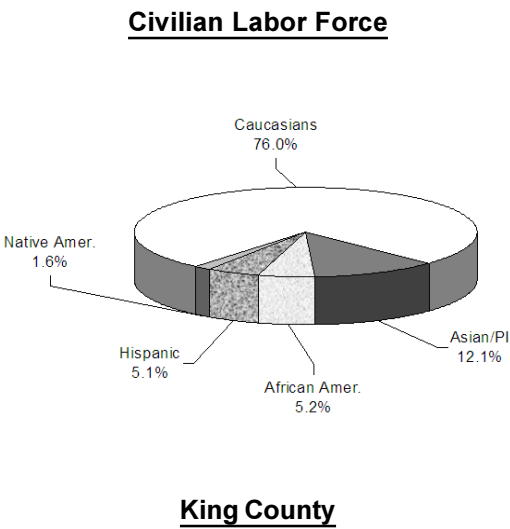
Fall 2005	#	%
Over 40	991	77.7
Persons w/Disabilities	76	6.0
Vietnam-Era Veteran	67	5.3
Disabled Veteran	11	0.9
Women	659	51.6
Black	12	0.9
Asian/PI	35	2.7
Hispanic	53	4.2
Native American	27	2.1
Total Minority	136	10.7
Caucasian	1,140	89.3
Total	1,276	



Institutional Diversity by Affected Group

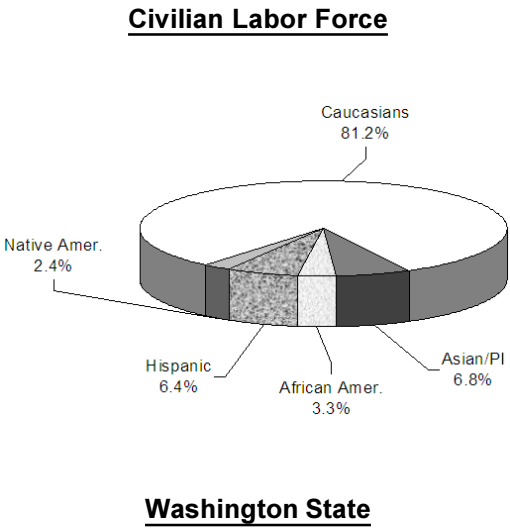
University of Washington

Fall 2005	#	%
Over 40	15,933	59.4
Persons w/Disabilities	502	1.9
Vietnam-era Veterans	653	2.4
Disabled Veteran	64	0.2
Women	15,639	58.3
Black	1,472	5.5
Asian/PI	4,833	18.0
Hispanic	1,037	3.9
Native American	236	0.9
Total Minority	7,578	28.2
Caucasian	19,258	71.8
Total	26,836	



Washington State University

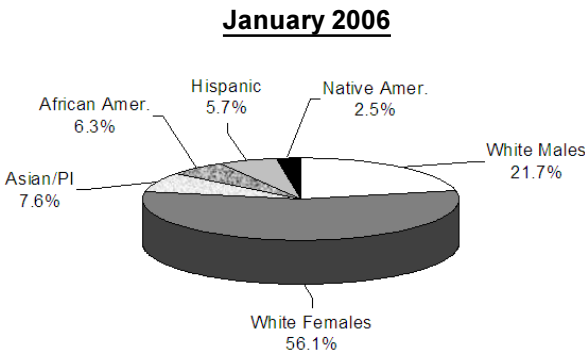
Fall 2005	#	%
Over 40	4,051	70.6
Persons w/Disabilities	162	2.8
Vietnam-Era Veteran	230	4.0
Disabled Veteran	11	0.2
Women	2,859	49.8
Black	81	1.4
Asian/PI	275	4.8
Hispanic	149	2.6
Native American	70	1.2
Total Minority	575	10.0
Caucasian	5,161	90.0
Total	5,736	



Paraprofessionals

More than a third of our paraprofessional workforce are Attendant Counselors; one in six is a Customer Service Specialist. Seventy-one percent of state paraprofessional positions are filled by females and minority representation in this job category is substantially higher than its overall posture (22.2% vs. 17.8%).

Other prominent job classes include Financial Service Specialists 1 and 2; Adult Training Specialists; and Human Resource Consultant Assistants.



Paraprofessionals

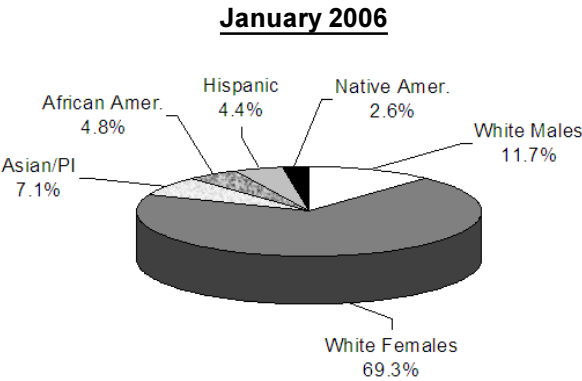
	January 2006		January 2005		January 1999	
	#	%	#	%	#	%
Over 40	2,316	67.6	2,404	66.5	2,364	58.4
Persons w/Disabilities	233	6.8	247	6.8	356	8.8
Vietnam-Era Veterans	130	3.8	140	3.9	182	4.5
Disabled Veteran	29	0.8	28	0.8	27	0.7
Women	2,453	71.6	2,577	71.3	2,918	72.1
Black	217	6.3	242	6.7	266	6.6
Asian /PI	262	7.6	275	7.6	277	6.8
Hispanic	194	5.7	219	6.1	246	6.1
Native American	87	2.5	93	2.6	117	2.9
Total Minority	760	22.2	829	22.9	906	22.4
Caucasian	2,668	77.8	2,785	77.1	3,139	77.6
Total	3,428		3,614		4,045	

Office & Clerical

The Office & Clerical job category has decreased by 769 persons since the implementation of I-200 and 98 (12.7%) of these staff were people of color. This past year experienced a decrease of 188 staff and 8 were minorities.

Office and Clerical remains the job category with the highest representation for persons with disabilities, however, this affected group continues to decline, including this past year.

Almost 42% of this category are Office Assistants; an additional 26% have secretarial duties primarily.



Office & Clerical

	January 2006		January 2005		January 1999	
	#	%	#	%	#	%
Over 40	3,643	67.5	3,726	66.7	3,991	64.7
Persons w/Disabilities	410	7.6	423	7.6	560	9.1
Vietnam-Era Veteran	150	2.8	153	2.7	236	3.8
Disabled Veteran	47	0.9	47	0.8	51	0.8
Women	4,559	84.4	4,731	84.7	5,303	86.0
Black	258	4.8	266	4.8	264	4.3
Asian/PI	386	7.1	378	6.8	367	6.0
Hispanic	240	4.4	251	4.5	295	4.8
Native American	140	2.6	137	2.5	196	3.2
Total Minority	1,024	19.0	1,032	18.5	1,122	18.2
Caucasian	4,375	81.0	4,555	81.5	5,046	81.8
Total	5,399		5,587		6,168	

Diversity by Institution Size (continued)

INSTITUTION	Percent Minority		Minority Staff		Total Staff	
	Fall 03	Fall 04	Fall 03	Fall 04	Fall 03	Fall 04
Comm. Colleges (cont.) Staff = 400 to 599						
Highline	24.8	21.9	96	88	387	402
Shoreline	22.7	21.3	88	84	388	395
Pierce	20.8	21.3	85	86	408	404
Edmonds	17.0	16.9	85	84	501	497
Green River	16.8	16.9	70	71	418	420
Clark	12.2	11.2	57	50	468	447
Staff = 600+						
Seattle	36.4	36.7	396	397	1,089	1,083
Bellevue	22.5	22.2	126	125	559	565
Spokane	9.3	10.5	102	106	1,099	1,012
Technical Colleges						
Bates	19.4	18.6	68	66	351	355
Renton	19.2	18.5	50	49	260	265
Lake Washington	17.8	15.4	38	32	213	207
Clover Park	15.0	14.6	39	39	259	268
Bellingham	10.5	8.7	15	12	144	138
Administrative						
Center for Info Services	13.2	13.8	10	11	76	80
State Board CTC	10.0	9.1	9	8	90	88



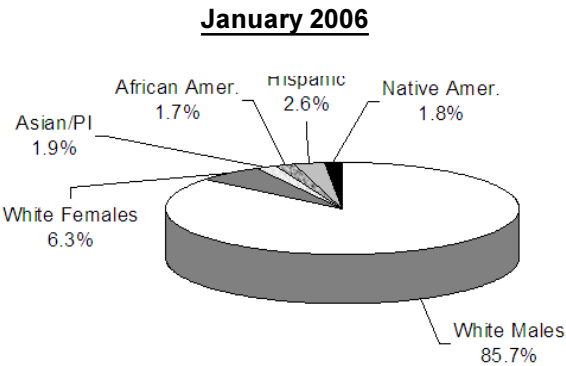
Higher Education Diversity by Institution Size

INSTITUTION	Percent Minority		Minority Staff		Total Staff	
	Fall 03	Fall 04	Fall 03	Fall 04	Fall 03	Fall 04
4-Year Institutions						
University of WA	28.2	27.9	7,578	7,396	26,836	26,493
The Evergreen State College	24.7	24.2	159	156	644	644
Western WA University	12.2	12.4	201	201	1,642	1,623
Central WA University	10.7	11.1	136	134	1,276	1,208
Eastern WA University	10.4	9.9	129	118	1,246	1,192
WA State University	10.0	9.5	575	531	5,736	5,591
Community Colleges Staff = 50 to 399						
Tacoma	21.7	20.2	76	68	350	336
South Puget Sound	21.5	22.6	58	59	269	261
Cascadia	20.8	20.3	16	16	77	79
Columbia Basin	20.4	19.2	68	63	333	328
Yakima Valley	18.5	19.1	57	59	309	308
Olympic	16.5	15.9	54	50	327	315
Skagit Valley	14.3	14.0	51	48	356	343
Big Bend	12.2	12.0	22	21	180	174
Everett	12.0	12.1	43	43	358	356
Peninsula	11.2	10.5	22	20	196	190
Walla Walla	11.0	10.3	33	30	298	289
Whatcom	10.1	9.3	19	16	188	172
Wenatchee Valley	10.0	9.6	19	17	189	177
Lower Columbia	6.5	5.7	18	16	276	281
Centralia	5.7	6.6	12	13	210	196
Grays Harbor	3.3	3.3	5	5	149	149

Skilled Craft Workers

Approximately one Skilled Craft Worker in three is a Maintenance Technician. Equipment Mechanics and trades personnel of various skills figure prominently in the remaining job classes. Skilled Craft positions in the state workforce are dominated by white males (85.7%) and provide fertile grounds for future efforts at diversification.

One skilled craft worker in 11 is a Warehouse Supervisor or Worker.



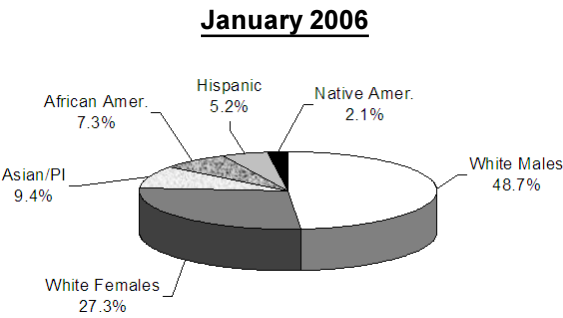
	Skilled Craft Workers		January 2006		January 2005		January 1999	
	#	%	#	%	#	%	#	%
Over 40	2,059	83.0	2,156	82.5	1,981	76.1		
Persons w/Disabilities	108	4.4	116	4.4	155	6.0		
Vietnam-Era Veterans	287	11.6	308	11.8	405	15.6		
Disabled Veteran	20	0.8	21	0.8	29	1.1		
Women	175	7.1	171	6.5	197	7.6		
Black	42	1.7	34	1.3	46	1.8		
Asian/PI	48	1.9	45	1.7	40	1.5		
Hispanic	65	2.6	70	2.7	75	2.9		
Native American	44	1.8	52	2.0	63	2.4		
Total Minority	199	8.0	201	7.7	224	8.6		
Caucasian	2,281	92.0	2,412	92.3	2,378	91.4		
Total	2,480		2,613		2,602			



Service — Maintenance

Approximately one worker in three in the Service – Maintenance job category is in Food Service and one in five is a Custodian. Minority representation is highest in this job category – almost 35% higher than overall minority representation.

Service maintenance workers have declined by 126 employees since I-200 was implemented. Women are substantially underrepresented in this job category.



Service — Maintenance						
	January 2006		January 2005		January 1999	
	#	%	#	%	#	%
Over 40	1,196	77.0	1,172	75.5	1,184	70.5
Persons w/Disabilities	75	4.8	75	4.8	113	6.7
Vietnam-Era Veteran	131	8.4	132	8.5	191	11.4
Disabled Veteran	18	1.2	12	0.8	24	1.4
Women	571	36.8	576	37.1	609	36.3
Black	113	7.3	114	7.3	139	8.3
Asian/PI	146	9.4	144	9.3	138	8.2
Hispanic	81	5.2	72	4.6	85	5.1
Native American	32	2.1	34	2.2	44	2.6
Total Minority	372	24.0	364	23.5	406	24.2
Caucasian	1,181	76.0	1,188	76.5	1,273	75.8
Total	1,553		1,552		1679	

General Government Agency Plan /Update Schedule

Agency	Plan or Update	Due
Administrative Hearings	Plan	Aug 06
Agriculture	Plan	Aug 06
Attorney General	Update	Dec 07
Blind, School for the	Plan	Feb 06
Blind, Services for the	Update	Apr 07
CTED	Plan	Mar 06
Convention & Trade Center	Update	Oct 06
Corrections	Update	Oct 07
Deaf, School for the	Plan	Feb 06
Ecology	Plan	Oct 05
Employment Security	Update	Jan 08
Financial Institutions	Plan	Mar 07
Financial Management	Plan	Aug 06
Fish & Wildlife	Plan	Sep 06
Gambling Commission	Plan	Feb 06
General Administration	Update	Aug 07
Health	Plan	Jul 07
Health Care Authority	Update	Dec 07
Industrial Insurance Appeals	Update	Oct 08
Information Services	Plan	Oct 06
Insurance Commissioner	Plan	Oct 06
Labor & Industries	Plan	Apr 06
Licensing	Plan	Dec 06
Liquor Control Board	Plan	Sep 06
Military Department	Update	Oct 07
Natural Resources	Update	Oct 07
Parks & Recreation	Plan	Oct 06
Personnel	Plan	Apr 06
Printing	Plan	May 06
Retirement Systems	Plan	Aug 06
Revenue	Plan	Oct 06
Secretary of State	Update	May 08
Social & Health Services	Plan	Apr 07
State Auditor	Plan	Jun 06
State Lottery	Update	Jul 08
State Patrol	Plan	Jul 06
State Treasurer	Update	Mar 08
SPI	Plan	Jan 06
Transportation	Plan	Aug 06
Utilities & Transportation	Update	Nov 08
Veterans Affairs	Plan	Mar 05